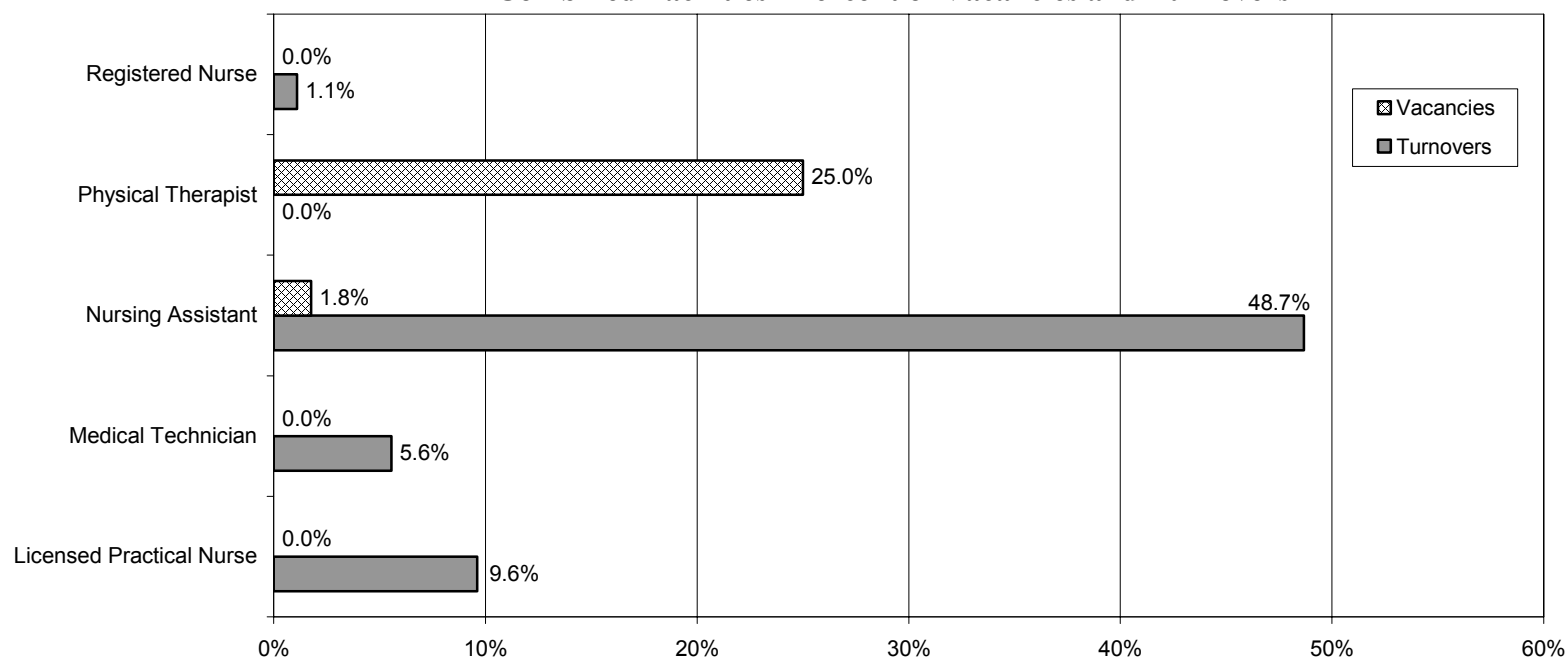


Combined Facilities

In 2004, 18 facilities stated they could not break out staffing numbers by facility when more than one facility shared staff. Because of this these facilities could not be analyzed in their respective section; therefore, they were analyzed separately. Figure 45 shows the percents of vacancies and turnovers for the facilities who could not separate their staffing numbers out. The position with the highest

percent of vacancies was physical therapist with 25 percent, while the positions with the lowest percent of vacancies were registered nurse, medical technician, and licensed practical nurse all with 0 percent. The position with the highest percent of turnovers was nursing assistant with 48.7 percent, while the position with the lowest percent of turnovers was physical therapist with 0 percent.

Figure 45
Combined Facilities - Percent of Vacancies and Turnovers



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31st 2004.

For definitions of percent of vacancies and percent of turnovers see Appendix A.

Figure 46 shows positions that were hard-to-fill for combined facilities. Registered nurse was indicated most frequently as a hard-to-fill position with 11 facilities. The second most frequently indicated position was nursing assistant with five facilities indicating it as a hard-to-fill position.

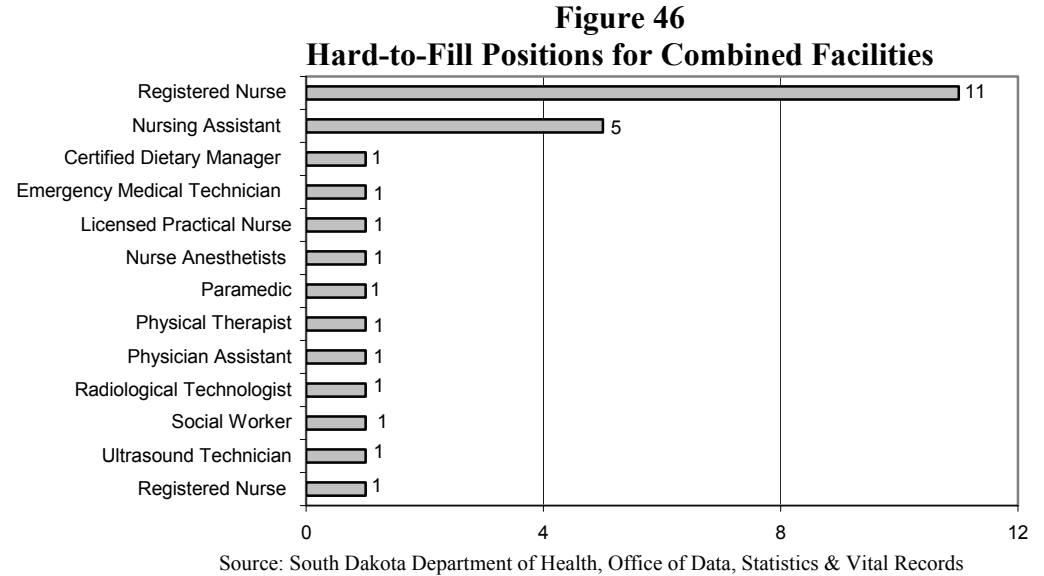
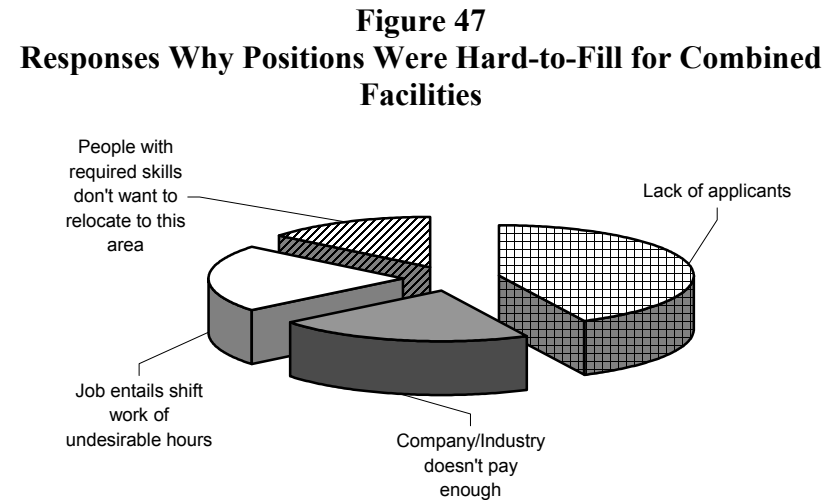


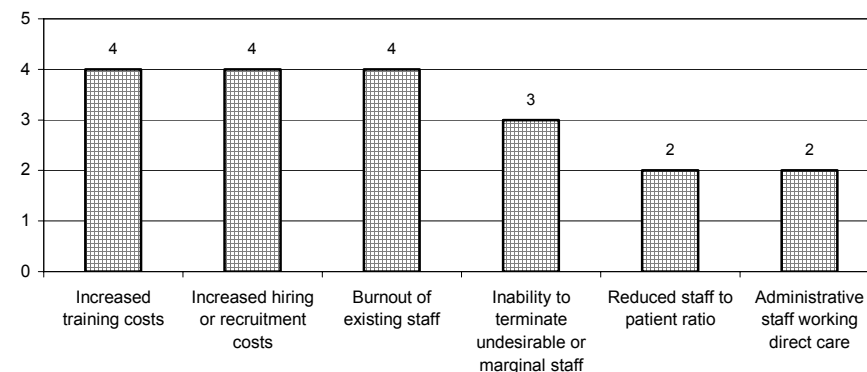
Figure 47 shows the responses why there were hard-to-fill vacancies. The top response was “lack of applicants”. The second highest response had a two way tie between “job entails shift work of undesirable hours” and “company/industry doesn’t pay enough”. The third response was “people with required skills don’t want to relocate to this area”.



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

Figure 48 shows the top response of the impact of vacancies or turnovers. There was a tie among, “increased training costs”, “increased hiring or recruitment costs”, and “burnout of existing staff”. The second most stated response was “inability to terminate undesirable or marginal staff”. The third response tied between “reduced staff to patient ratio” and “administrative staff working direct care”.

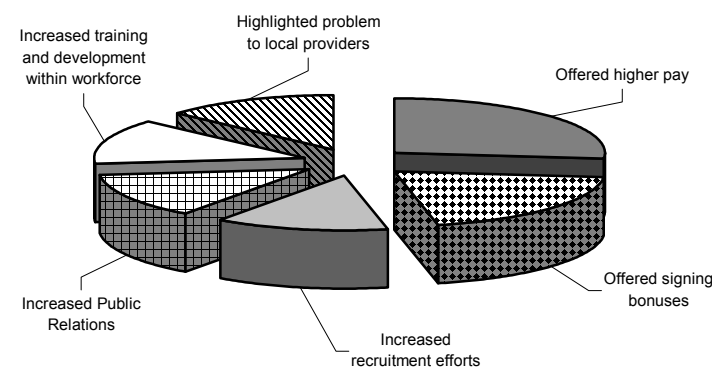
Figure 48
Impact of Vacancies or Turnovers on Combined Facilities



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records
 Note: Turnover is the number of employees who left the facility during the fiscal year.
 Vacancy numbers are as of January 31st 2004.
 For definitions of percent of vacancies and percent of turnovers see Appendix A.

Figure 49
Measures Taken to Tackle Hard-to-Fill Vacancies in Combined Facilities

Figure 49 illustrates the measures taken to tackle hard-to-fill vacancies. The top measure taken was “offered higher pay”. “Offered signing bonuses” was second highest measure taken. The third measure taken was a tie among “highlighted problem to local providers”, “increased training and development within workforce”, “increased public relations”, and “increased recruitment efforts”.



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

